

Kansas City Public Schools and Department of Elementary and Secondary Education

Regional School Improvement Team Meeting

Tuesday, May 22, 2012

KANSAS CITY

PUBLIC SCHOOLS



Projected APR as of March 2, 2012

Standard	2012 Target	Best Case Projection	Goal	February 2012 Projected		Data Used for Projection	# of Additional Students Needed
9.1*1 - 3-5 Mathematics	MAP Index of 735.8	Met	735.8	716.2	Not Met	Midyear Acuity and Performance Series Results	689 of 3850 students move up an achievement level
9.1*2 - 3-5 Communication Arts	MAP Index of 777.8	Not Met	777.8	717.9	Not Met	Midyear Acuity and Performance Series Results	2461 of 3850 students move up an achievement level
9.1*3 - 6-8 Mathematics	MAP Index of 745.5	Not Met	745.5	717.3	Not Met	Midyear Performance Series Results	1019 of 3500 students move up an achievement level
9.1*4 - 6-8 Communication Arts	MAP Index of 735.6	Met	735.6	704.7	Not Met	Midyear Performance Series Results	1152 of 3500 students move up an achievement level
9.1*5 - 9-11 Mathematics	MAP Index of 726.3 and Gap Bonus Met	Met	726.3	710.6	Not Met	Winter Mock EOC Results	148 of 1149 students move up an achievement level
9.1*6 - 9-11 Communication Arts	MAP Index of 766.1 and Gap Bonus Met	Met	766.1	738.1	Not Met	Winter Mock EOC Results	312 of 948 students move up an achievement level
9.3 - ACT	41.8% of Graduates at/above Nat'l Average	Not Met	41.8%	12.9%	Not Met	ACT Data Files of Student Scores	234 of 825 seniors score 21+ on ACT
9.4*1 - Advanced Courses	37% of Credits at 11/12 in Advanced Courses	Met	37.0%	53.9%	Met	Master Scheduling from COGNOS	Projected to Meet
9.4*2 - CTE Courses	11% of Credits at 11/12 in CTE Courses	Met	11.0%	15.4%	Met	Master Scheduling from COGNOS	Projected to Meet
9.4*3 - College Placement	56.3% of 2011 Graduates Successfully Placed	Met	56.3%	57.0%	Met	Initial Clearinghouse Data on Graduates	Projected to Meet
9.4*4 - CTE Placement	92.9% of CTE Completers Successfully Placed	Met	92.9%	93.0%	Met	Initial Clearinghouse Data on Graduates	Projected to Meet
9.5 - Graduation Rate	100% of Cohort Dropouts Recovered	Not Met	85.0%	62.9%	Not Met	Core Data Files	358 of 511 dropouts recovered
9.6 - Attendance	95% Attendance Goal Across all Levels	Not Met	95.0%	91.7%	Not Met	COGNOS YTD Attendance Report	NA*
9.7 - Subgroup Achievement	8/16 Subgroups Met on 2012 AYP	Not Met	8	3	Not Met	NA*	NA*
BONUS - MAP Achievement	4/6 Areas of MAP Index Gains in 2012	Met	4	6	Met	Midyear Acuity and Performance Series Results; Winter Mock EOC Results	Projected to Meet
Total Standards Met 2012		9		5			
Projected 2012 Accreditation Status		Full Accreditation		Unaccredited			

*Initial Data Not Available **Projections for AYP Not Available

*NA = Target cannot be translated into exact number of students needed

Superintendent's Re-Accreditation Implementation Plan

Objectives	Metrics and Timeline	Responsibility
<p>Student Achievement:</p> <p>KCPS will meet the academic growth requirements in order to qualify for Safe Harbor among 8 of 16 subgroups across Communication Arts and Mathematics on the SY12 Adequate Yearly Progress (AYP) report.</p> <p>Minimum of 1.5-2.0 years of student growth per year per grade level.</p>	<ol style="list-style-type: none"> 1. At least 37% of tested students will score proficient or above on the year-end state assessments in Communication Arts 2. At least 35% of tested students will score proficient or above on the year-end state assessments in Mathematics 3. 100% of students will demonstrate at least one year of growth across one year of instruction in reading as measured by locally administered scaled assessments 4. 100% of students will demonstrate at least one year of growth across one year of instruction in Mathematics as measured by locally administered scaled assessments 	<p>Dr. Anderson Dr. Thompson</p>
<p>College and Career Readiness:</p> <p>KCPS will meet at least four of the seven College and Career Readiness performance standards on the SY12 Annual Performance Report (APR).</p>	<ol style="list-style-type: none"> 1. At least 20% graduating seniors will score at or above the national average of 21 on the ACT. 2. 100% of graduating seniors will participate in at least one college, military or workforce assessment (ACT, SAT, ASVAB, Compass, etc.) 3. The percentage of credits earned in Advanced and Career Technical Education (CTE) Courses will meet or exceed the established target in order to meet the standards 9.4*1 and 9.4*2 on the SY12 APR (37% and 11% respectively). 4. At least 60% of graduating seniors are successfully placed in post-secondary education, the military, or a field related to their CTE training. 5. The graduation rate will increase by at least five percentage points annually or be maintained at or above 80%. 	<p>Dr. Anderson Dr. Thompson</p>

<p>Classroom Management and Student Behavior:</p> <p>The percentage of KCPS teachers reporting a need for professional development in the area of classroom management will decrease by at least 5 percentage points annually or be maintained below 10% as measured by annual perception questionnaires.</p>	<ol style="list-style-type: none"> 1. At least 80% of teachers will respond positively to climate and classroom management items on the annual perception questionnaire. 2. The percentage of students with more than one suspension during the school year will be reduced by 25% of the baseline from the previous year. 	<p>Dr. Anderson Dr. Thompson</p>
<p>Student Attendance and Dropout Prevention:</p> <p>Student attendance will increase and the dropout rate will decrease during the 2012-13 school year.</p>	<ol style="list-style-type: none"> 1. The student attendance will increase to 95% at the elementary level. 2. The student attendance will increase to 90% at the secondary level. 3. The dropout rate will decrease from 16.6% to 14.9%. 	<p>Ms. Houston-Stewart Dr. Cordoba Dr. Gilbert</p>
<p>Human Capital Management:</p> <p>Customer Satisfaction</p>	<ol style="list-style-type: none"> 1. Increase customer service at the school level with principals by 40%. 2. Increase customer service with all employees across the district by 25%. 	<p>Mr. Brown</p>

Instructional Support and Educational Accountability

Superintendent Goals

Goal 1: Student Achievement

Timeline

- August 2012 – June 2013

Student Achievement: Minimum of 1.5 – 2.0 years of student growth per year per grade level.

Benchmarks

- Monthly Assessments

Teacher made formative/summative assessments will be given monthly and reports will be submitted by building, by subject, and by cohort.

- Quarterly Assessments

Acuity – DRA2 – Data Cycle

- Semester Assessments

Mock EOC & Mock MAP

- Annual Assessments

EOC & MAP State Assessments

Superintendent Goals

Goal 2: College and Career Readiness

Timeline

- August 2012 – June 2013

District will meet at least four of the seven College and Career Readiness performance standards.

Benchmarks

- Director of Assessment will provide monthly reports following receipt from ACT Testing Center of Students tested and their scores.
- Director of Counselors will provide a quarterly report that tracks all seniors' college readiness participation.
- CTE Director will provide monthly update on CTE enrollment.
- Director of Assessment will provide a report on the number of students enrolled in advanced placement courses two weeks following the beginning of each semester.
- The Director of Assessment will provide a graduate verification report at the end of first semester.

Superintendent Goals

Goal 3: Classroom Management and Student Behavior

Timeline

- August 2012 – June 2013

Percentage of KCPS teachers reporting a need for PD in the area of classroom management will decrease by at least 5 percentage points annually.

Benchmarks

- Director of Assessment will provide monthly suspension data reports to the superintendent by building and by grade level.
- In March, a district survey will be conducted assessing teachers' perception of climate and classroom management and PD received.

Superintendent Goals

Goal 4: Student Attendance and Dropout Prevention

Timeline

- August 2012 – June 2013

Student attendance will increase at the elementary level to 95% and 90% at the secondary level. The dropout rate will decrease by 5% during the SY12-13 school year.

Benchmarks

- Monthly student attendance reports will be provided for elementary schools and for secondary schools.
- Student mobility will be tracked using MOSIS number system to accurately monitor drop-out rate each semester.

Superintendent Goals

Goal 5: Human Capital Management

Timeline

- July 2012 – June 2013
- Increase customer service at the school level with principals by 40%.
- Increase customer service with all employees across the district by 25%.

Benchmarks

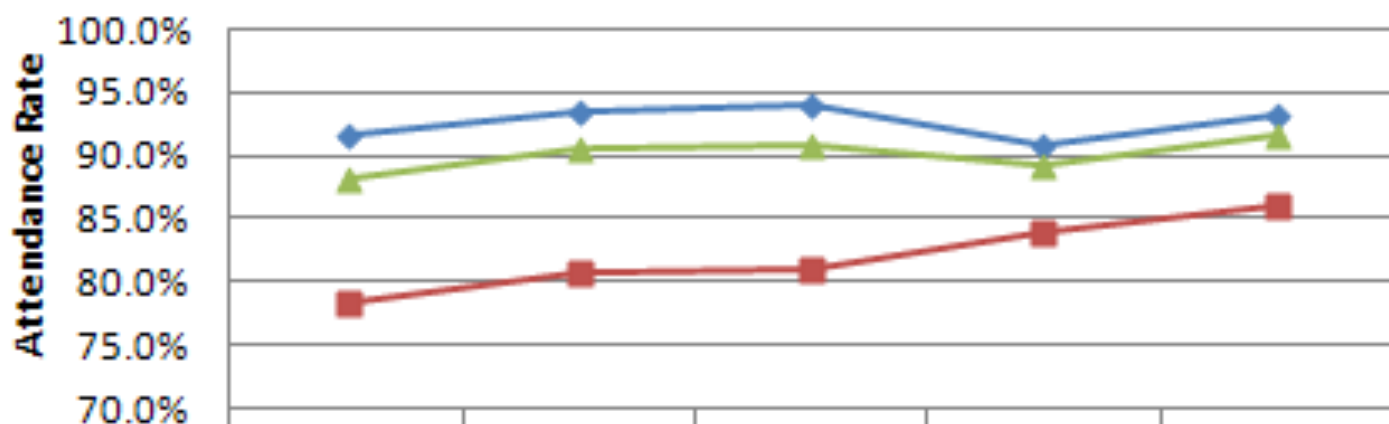
- Principals will complete semi-annual surveys to measure their satisfaction with Human Capital Management.
- All employees will complete annual survey to measure their satisfaction with Human Capital Management.

Instructional Support and Educational Accountability

Destination Accreditation

Curriculum & Instruction, PLC's Data Teams, and School Improvement

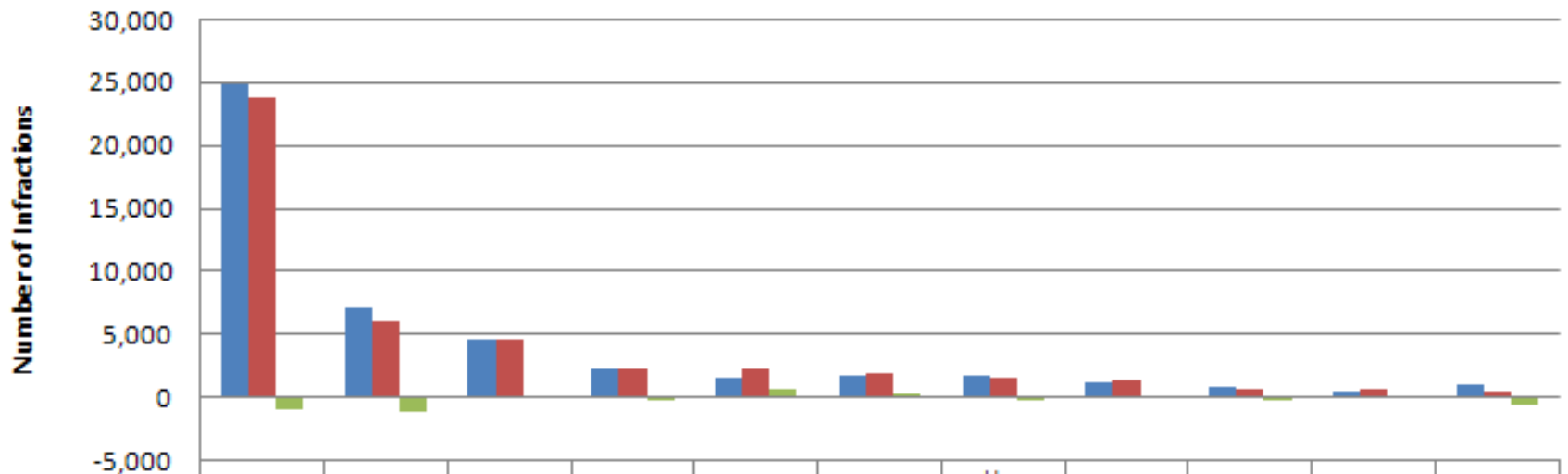
SY08-SY12 Attendance Rates K-8, 9-12 and K-12 Totals



	2008	2009	2010	2011	2012
◆ K-8 Totals	91.5%	93.5%	94.0%	90.7%	93.3%
■ 9-12 Totals	78.4%	80.8%	81.0%	84.0%	86.0%
▲ K-12 Totals	88.2%	90.5%	90.8%	89.1%	91.5%

SY11 and SY12 Most Frequent Discipline Infractions

*SY11 and SY12 through 149 School Days

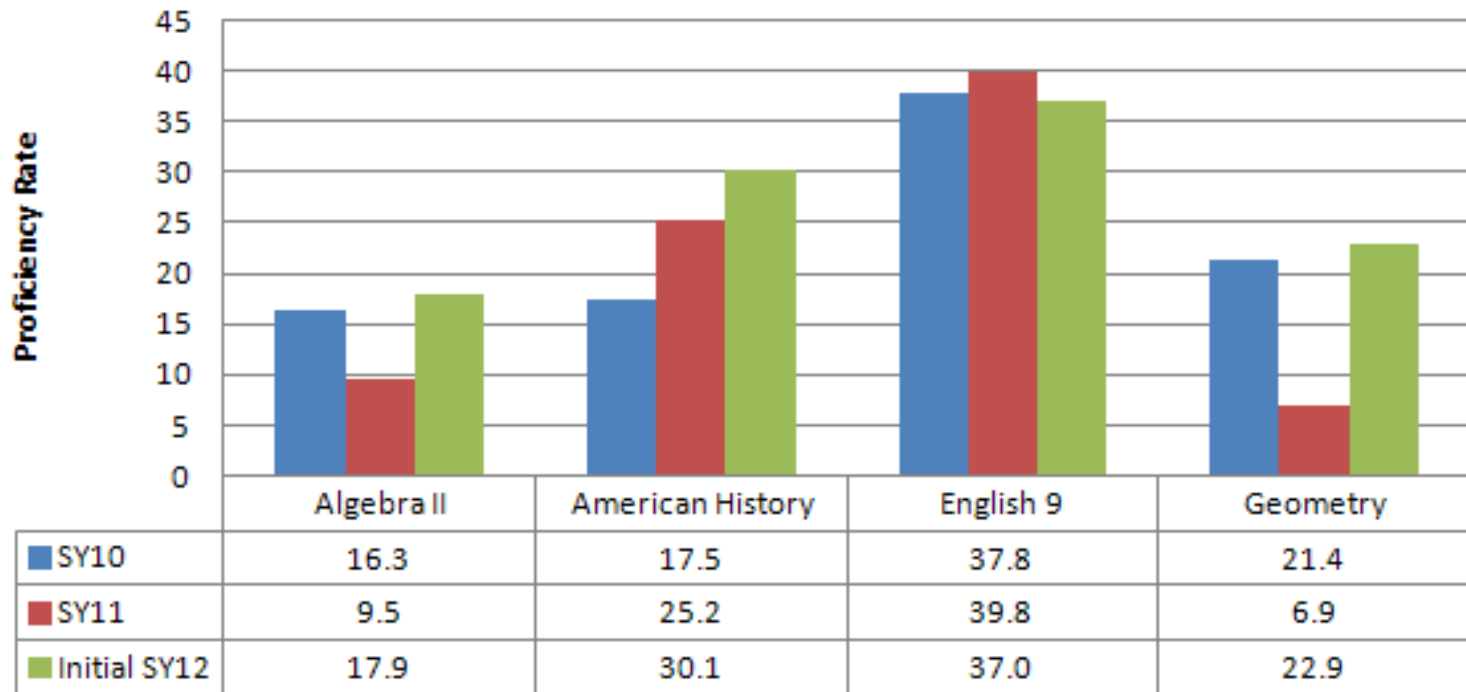


	Total Infractions	Defiance of Authority	Disrupting School/Class	Dangerous Behavior	Chronic Misconduct	Fighting	Use Abusive/Profane/Obscene Lang	Inciting to Fight	Disruptive Behavior on Bus	Assault of Student	Excessive Tardiness
■ SY11 Frequency	24,782	7,099	4,603	2,284	1,575	1,702	1,692	1,154	900	419	1,050
■ SY12 Frequency	23,822	6,016	4,617	2,278	2,248	1,960	1,484	1,303	702	594	395
■ Change	-960	-1,083	14	-6	673	258	-208	149	-198	175	-655

Preliminary Phase II EOC Results

Proficiency Rates

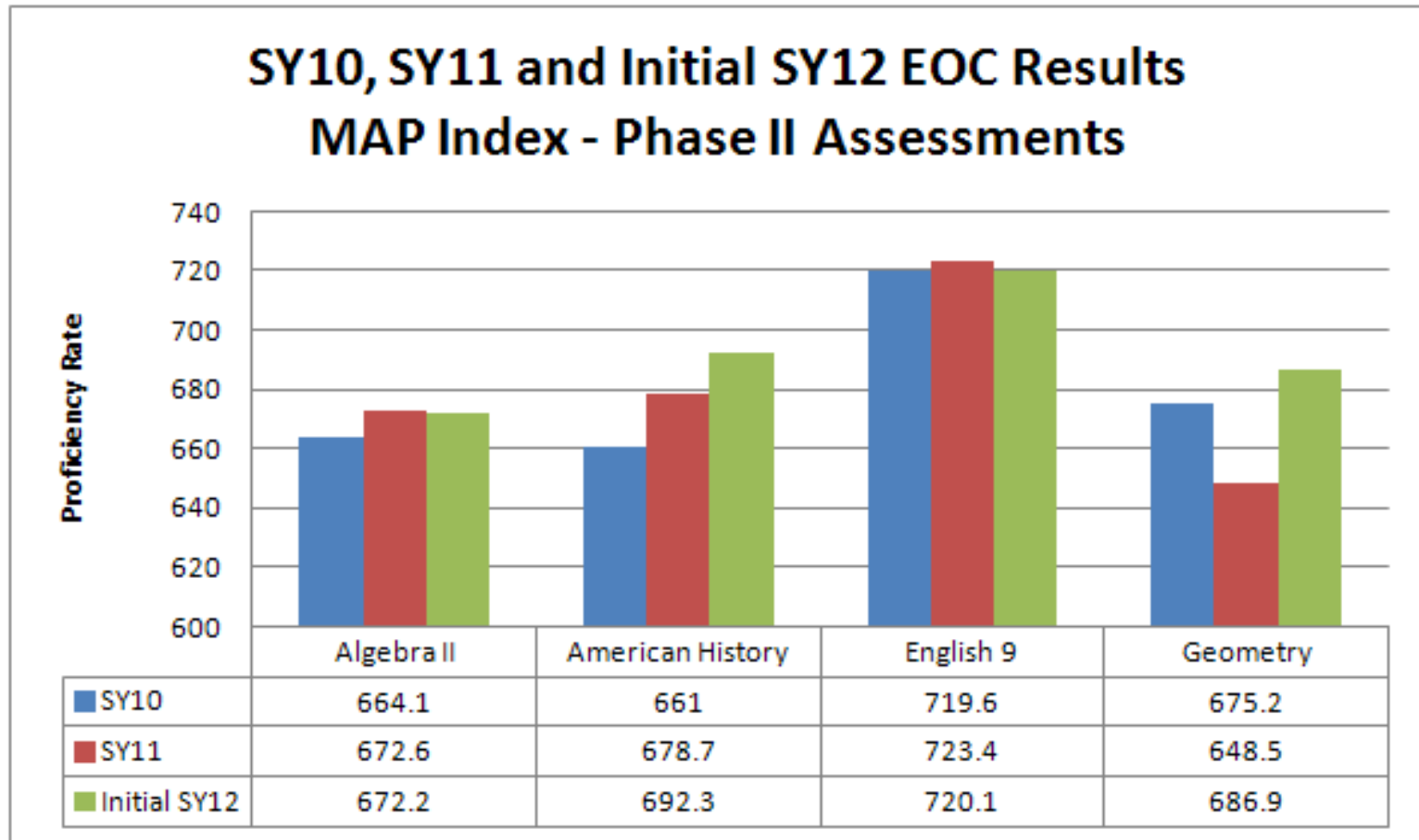
**SY10, SY11 and Initial SY12 EOC Results
Proficiency Rates - Phase II Assessments**



- NOTE – Phase I and Government results not available at this time

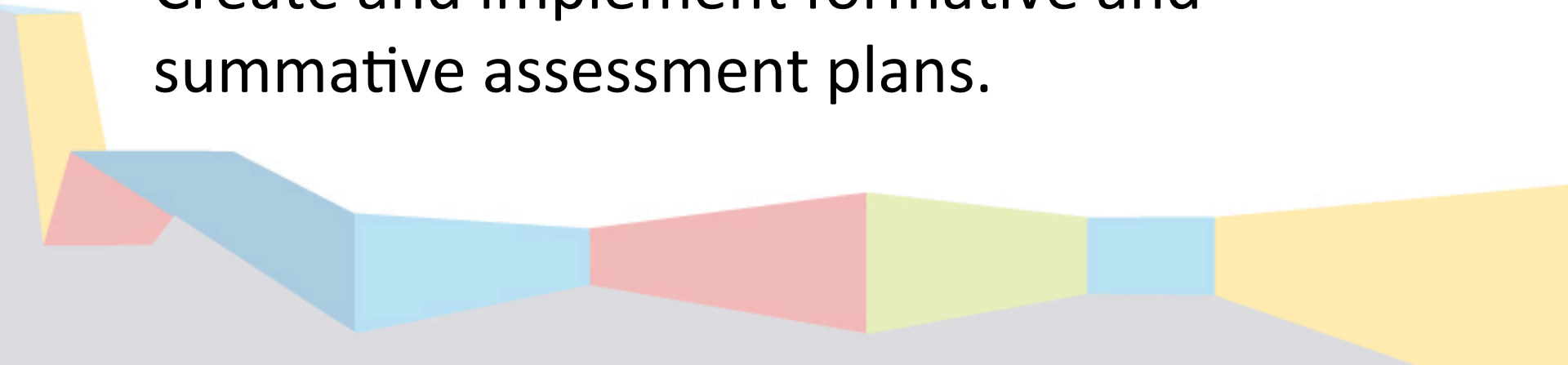
Preliminary Phase II EOC Results

MAP Index Scores

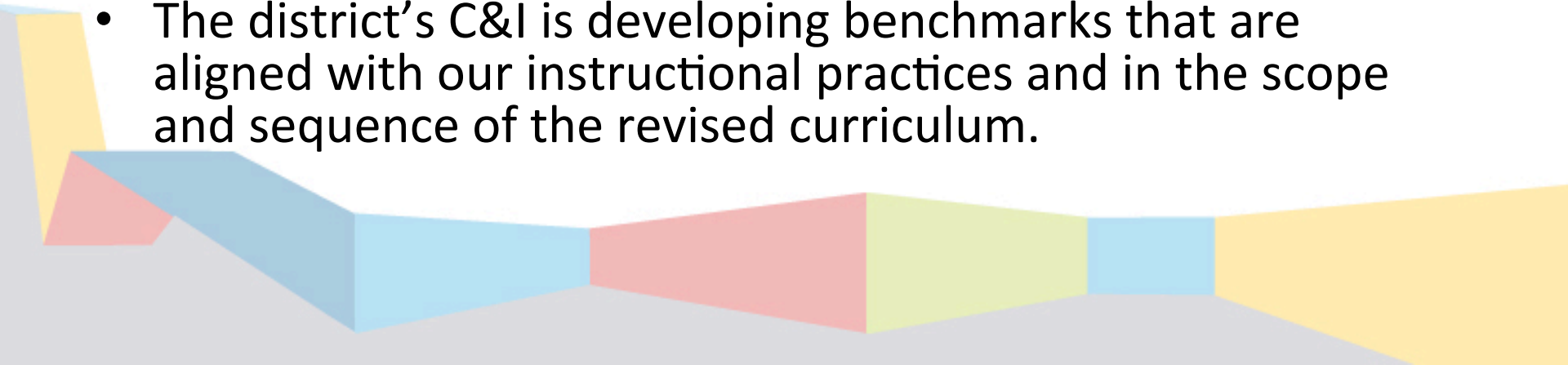


- NOTE – Phase I and Government results not available at this time

DESE Feedback on the Curriculum Audit

- Align the state standards to the curriculum.
 - Revise and complete the district's curriculum.
 - Finalize the district's Professional Development plan to address curriculum and instructional practices.
 - Create and implement formative and summative assessment plans.
- 

Curriculum Revision

- Curriculum writing started in May. Teachers meeting Monday-Thursday to write the curriculum.
 - Revised curriculum will articulate essential learning targets, strategies & activities used to address each target and the assessment tool used to measure each target.
 - Staff Development is being aligned with the curriculum process.
 - The curriculum will be completed July 31. Training will occur in August.
 - The district's C&I is developing benchmarks that are aligned with our instructional practices and in the scope and sequence of the revised curriculum.
- 

Destination Accreditation

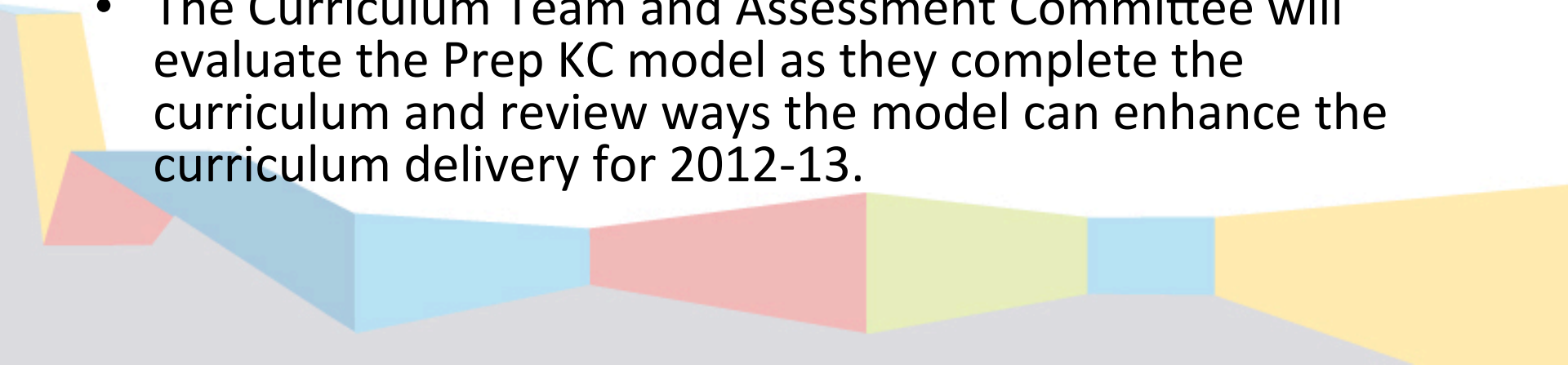
Data Teams, Benchmarking and School Improvement



Benchmarking

- The district is aligning and better utilizing current assessment instruments available to assess performance systematically on a monthly basis as a formative assessment leading up to the summative common assessments.
- One consistent district wide common benchmarking assessment will be utilized.
 - Acuity will be utilized for all schools as a monthly assessment
 - Staff development on the utilization of Acuity and on data teams for teachers and principals will be imbedded in the staff development calendar for 2012-13
 - A refined mock EOC and mock MAP assessment will be completed each semester

Benchmarking

- The Assessment Committee comprised of teachers, school leaders and curriculum staff met biweekly in April and May.
 - Currently Kansas City Public Schools is using Acuity as a quarterly predictive assessments and trend data has been used to predict performance within a 10% degree of accuracy.
 - The Acuity Benchmarking Diagnostic tools will be utilized in 2012-13 for a 30 day formative benchmarking assessment prior to the quarterly acuity test.
 - The Curriculum Team and Assessment Committee will evaluate the Prep KC model as they complete the curriculum and review ways the model can enhance the curriculum delivery for 2012-13.
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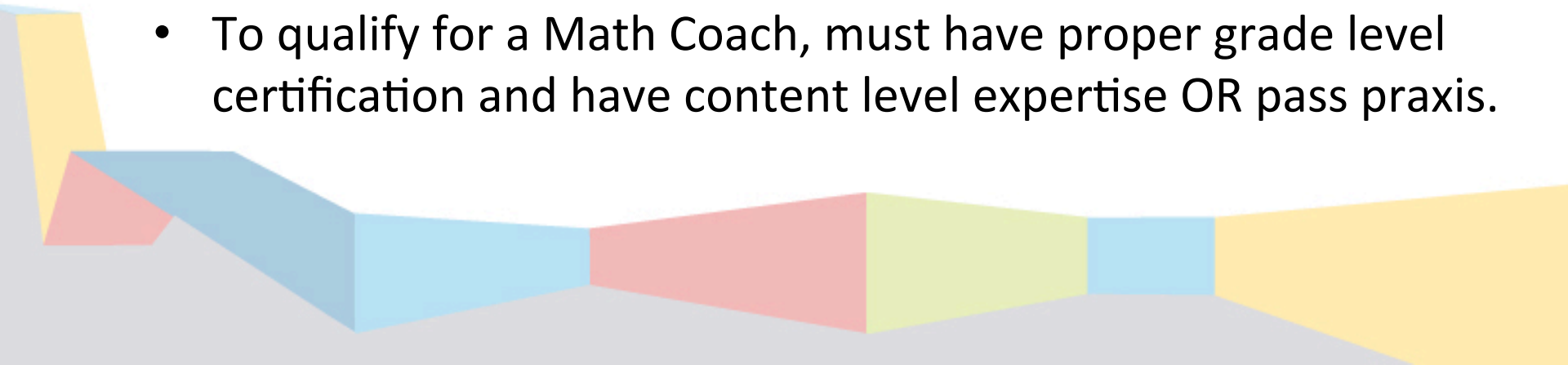
PLC's Data Teams Integration with Instructional Practices

- District's PD Plan describes the process.
- District and RPDC staff provide leadership team trainings bi-monthly.
- District and RPDC provide on-site support during weekly collaborative time.
- District and RPDC will provide workshops monthly on specific instructional practices as identified by DESE.
- Administration will receive a copy of the 2012-13 Professional Development Plan and be trained on the process during their July retreat.



Instructional Coaches

Coach job description has been revised to include specific required qualifications:

- To qualify for Literacy Coach, applicant must have teaching certification and K-12 Special Reading certificate OR proper grade level certification and a Masters in Reading and content area level expertise. If candidate has a Masters in Reading, attach a copy of the transcripts so we can verify and mark them as appropriately certified.
 - To qualify for a Math Coach, must have proper grade level certification and have content level expertise OR pass praxis.
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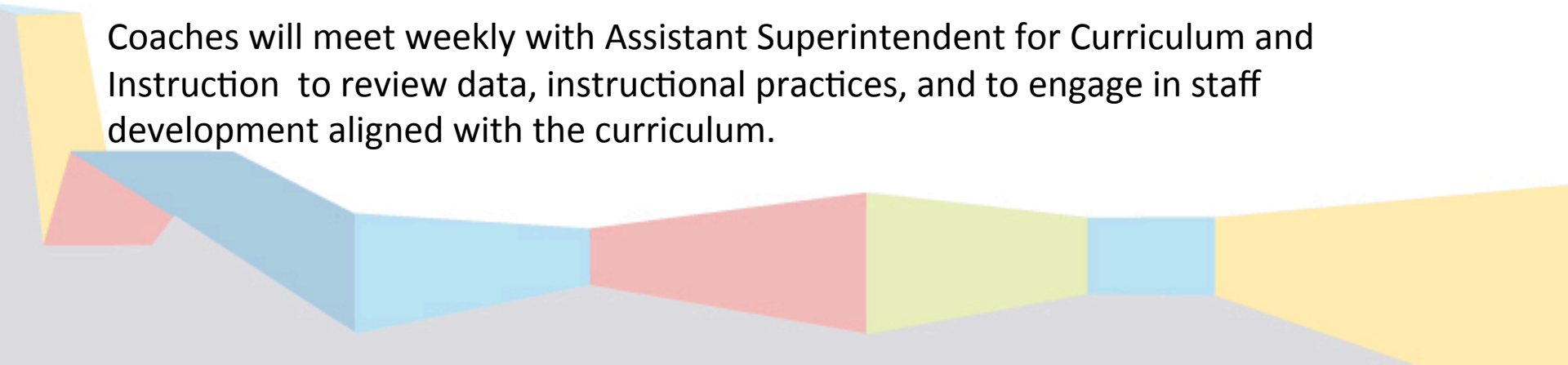
Instructional Coaches

IC applicants will be screened by HCM, interviewed by a team of district employees. Principals will be allowed to identify their top three finalists as part of the selection process for their building.

Coaches will be supervised, evaluated and held accountable by the Assistant Superintendent for Curriculum and Instruction.

Coaches will be providing job embedded professional development for our classroom teachers, using the coach-modeling format.

Coaches will meet weekly with Assistant Superintendent for Curriculum and Instruction to review data, instructional practices, and to engage in staff development aligned with the curriculum.

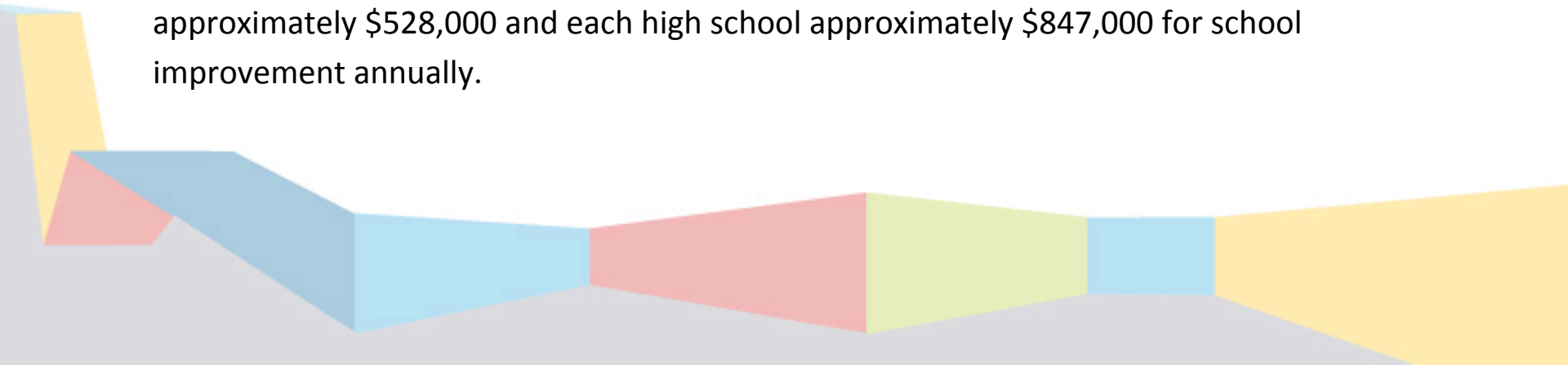


2012-2015

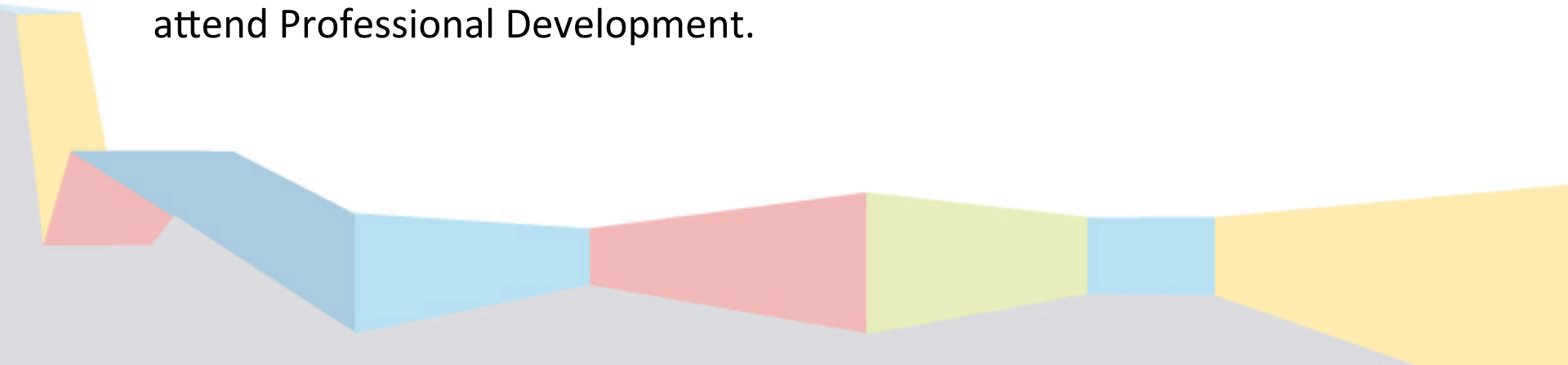
SIG (School Improvement Grant) Schools

Attucks Elementary
Faxon Elementary
Melcher Elementary
Pitcher Elementary
Troost Elementary
Central High School
Northeast High School
East High School


- The eight SIG schools are classified as Tier 3 by the state (Tier 3 are part of the bottom 20% of the state academically)
- The competitive grant allocation for the schools provides each elementary school approximately \$528,000 and each high school approximately \$847,000 for school improvement annually.



SIG Elementary Schools

- KCPS has expanded the SIG model to include five elementary schools.
 - In the Spring, information meetings were held at each of the five elementary schools to provide the staff with an update and an overview of the grant.
 - During the month of May, Pearson conducted an audit of instructional resources currently available in each school.
 - SIG principals attended a one-day workshop in May and will attend the state SIG conference in St. Louis on June 13 & 14.
 - Dr. Regina Thompson will be the Shepherd for the eight SIG schools.
 - During the month of July, SIG principals and Instructional Coaches will attend Professional Development.
- 

SIG Elementary Schools (cont.)

- The staff will return five days early for a summer SIG institute.
 - Parents of students in these five SIG elementary schools will receive information regarding the school improvement efforts during the SY12-13.
 - Extensive job embedded professional development will be provided during the SY12-13 by Pearson, district staff and RPDC.
 - Best practices from SIG schools will be highlighted district wide through ongoing staff development and through the curriculum web site.
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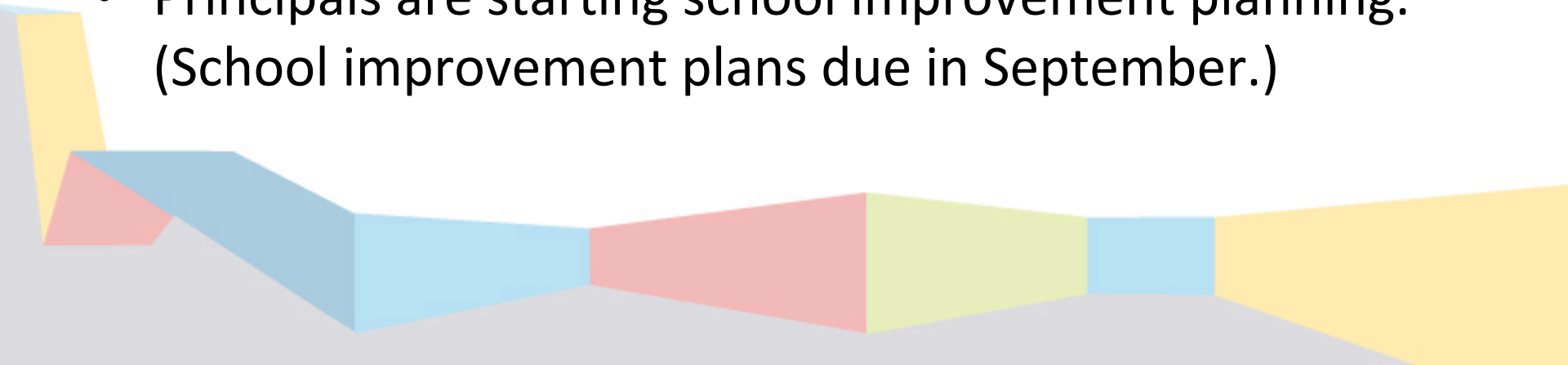
School Accreditation Implementation Process

Jennifer Collier

Principal at Border Star Montessori

The Process

- Principals attended the RSIT meetings.
- The RSIT Principal Committee was formed.
- The RSIT Principal Committee created a template to align school improvement planning with the accreditation plans and goals.
- The RSIT Principal Committee presented to all school leaders.
- Principals are starting school improvement planning. (School improvement plans due in September.)



14 Areas of Focus for regaining accreditation

Mathematics (3-5), (6-8), (9-11)

Communication Arts (3-5), (6-8), (9-11)

ACT

Advanced Courses

CTE Courses

College Placement

CTE Placement

Graduation Rate

Attendance

Subgroup Achievement

Bonus (MAP Achievement)

Mathematics

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Communication Arts

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The Plan and Template: Aligning School Improvement to the Accreditation Plan

Doug White, Principal of Garfield Elementary

and

Carol Allman, Principal of Foreign Language Academy

SIP PLAN

Goal 1 Student Performance: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Primary Goal: KCPS students will meet the academic growth requirements for Safe Harbor in 16 of 16 subgroups across Communication Arts and Math on the SY13 Adequate Yearly Progress Reports.

District Goal: At least 37% of tested students will score proficient or above on the year-end state assessments in Communication Arts; at least 35% of tested students will score proficient or above on the year-end state assessments in Missouri.

Building Goal: At least ____% of tested students will score proficient or above on the year-end state assessments in Communication Arts; at least _____% of tested students will score proficient or above on the year-end state assessments in Mathematics.

Objectives	Rationale	Results/how measured	Persons Responsible	Resources and funding source	Timeline and date of completion	MSIP Goals
Obj 1. Curriculum: Strategies: Action Steps						
Obj. 2 Instruction/Strategies: Strategies: Action Steps						
Obj 3 Assessments: Strategies: Action Steps						
Obj 4 Interventions Strategies: Action Steps						

FLA DRAFT

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Objectives	Rationale	Results/how measured	Persons Responsible	Resources funding source	Timeline and date of completion	MSIP Goals
<p>Obj 1. Curriculum:</p> <p>Strategies: Provide quality research-based instruction for all students.</p> <p>Action Steps Collaboratively use district revised curriculum to identify essential performing targets in reading and mathematics units.</p>	-Revised district curriculum	-Lesson plans -Attendance at site level PD -Attendance at PLC	-Principal -Inst Coach -Teachers	Operating	8/12 to 5/13	

Destination Accreditation

Questions?

Alternative Schools

KCPS Alternative Schools

“SUCCESS ACADEMY”

- February 21, 2012 Dr. Green assigns the task of determining the feasibility of an alternative school for the Fall of 2012.
- Cross-divisional committee consisting of various KCPS department heads, staff, community leaders, board members, teachers, AFT Union President, etc. established. Committee decides on a model where the students are assigned to a district operated school rather than an outside “program.”
- Three subcommittees formed: **local alternatives committee**; **urban alternatives committee**; and **contract alternatives committee**. Each group compared alternative education programs in districts immediately surrounding KCPS, other similarly situated urban districts; and outside organizations who offer full service solutions.
- Various committee members visit area alternative schools in Blue Springs, Grandview, and Independence.

Committee Members

Larry Englebrick	Facilities
Patrick Kneib	Transportation
Vickye Sayles	Health Services - Nurse
Carl Evans	Board Member
Ajia Tenney	OST (homeless)
Joyce Troop	Language Services
Linda May	Parent University & Family Store
Lynda Camara	Parent – SAC Chair (Foreign Language Academy)
Claudia Smith	Early Childhood
Major Marcus Harris	Security
Dr. Mike Sherman	Exceptional Education
Judith J. Campbell	Elementary Principal
Linda C. Collins	Secondary Principal
Nicole Puryear	Parent
April Watson	Legal Secretary
Carl Pelofsky	Secondary Principal
Derek Jordan	Secondary Principal (Acting)
Greg Stegall	Teacher
Andrea Flinders	AFT Union President
Fred Hudgins	DAC President
Lazonna Stovall	Teacher
Carl Price	
James Kilgore	Secondary Vice Principal
Steve Scraggs	Curriculum & Instruction
Dr. Regina Thompson	Curriculum & Instruction
Joseph Jackson	Board Member
Nicole Williams-King	Student Discipline Officer
Theresa Byrd	Jackson County Family Court
Stacy Daniels-Young	COMBAT
Sam Johnson	Student Intervention Team – Attendance Specialist
Jack Bitzenburg	Career and Technical Education
Lili Englebrick	Counseling Services
Sonya Thomas	Adult Education Literacy
Shimel Toms-Wooden	Adult Education Literacy – counselor
Dr. Alicia Miguel	Executive Director – Language Services
Ellen Cram	Food Services
Andre Riley	Public Information Officer

KCPS Alternative Schools

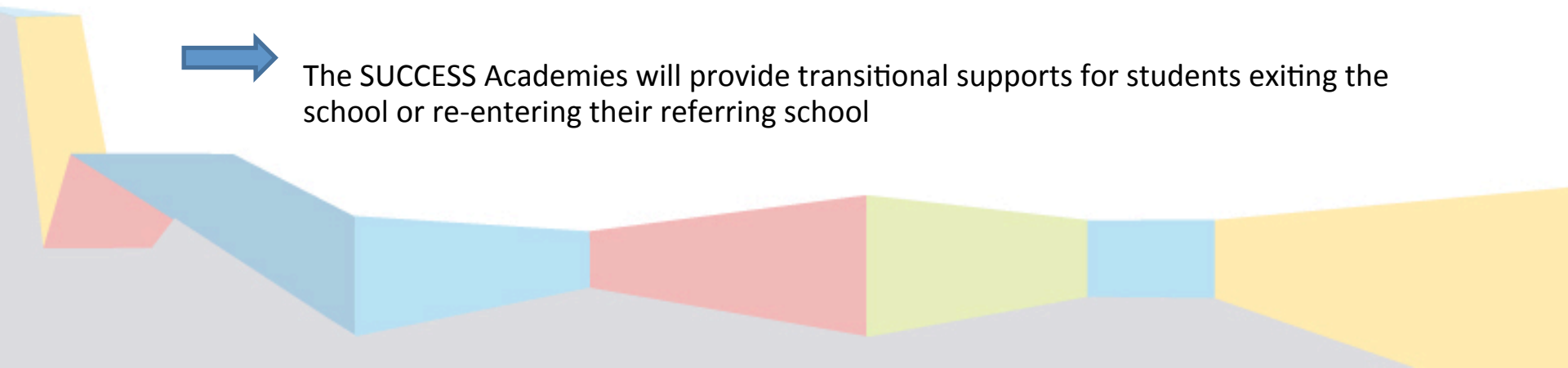
“SUCCESS ACADEMY”

- ➔ The KCPS alternative schools will help K-12 students, including those with disabilities, succeed.
- ➔ Focusing on the entire student, the district aims to place equal importance on meeting their educational, social, emotional, physical and behavioral needs.
- ➔ The SUCCESS Academies will offer students the same curriculum as used in the district’s traditional schools. However, the manner of instruction and mixed ability academic classes for low, average, and high functioning students are a couple differences that will be utilized to increase student achievement.
- ➔ The SUCCESS Academies are designed to provide a safe and nurturing learning environment by providing smaller class sizes , behavior interventions, and fostering positive relationships between students and staff.
- ➔ All staff will participate in professional development in working with SUCCESS ACADEMY students and which are aligned to the KCPS reaccreditation plan.

KCPS Alternative Schools

“SUCCESS ACADEMY”

- ➔ SUCCESS Academies will be staffed with teachers and staff who have a demonstrated desire to work with “at-promise” students and are certified in the areas and grade levels being taught.
- ➔ KCPS will provide optimum learning environments, resources and materials, and high quality, ongoing professional development that will ensure assigned students are provided enhanced educational opportunities in order to achieve their full potential.
- ➔ The SUCCESS Academies will provide support personnel, including school counselors, nurses, access to district social workers, and professionals to assist students and families.
- ➔ The SUCCESS Academies will provide transitional supports for students exiting the school or re-entering their referring school



SUCCESS ACADEMIES

Elementary	Secondary
Knotts Elementary	Anderson
K - 6	7 - 12
200 students	200 students
	Virtual or Distance Learning (for some Safe Schools Act violators)
Exceptional Education Services	
Art, PE, Music, Computers	
Transportation	
Long-Term Suspension School	

SUCCESS ACADEMY

Each site will be staffed with the following:

Principal
Vice Principal
Regular Education Teachers
Special Education Teachers
Special Education Paraprofessionals
Behavior Interventionists
Counselors
Nurses
Parent Involvement Paraprofessionals
Librarians
Support Staff and Security Officers

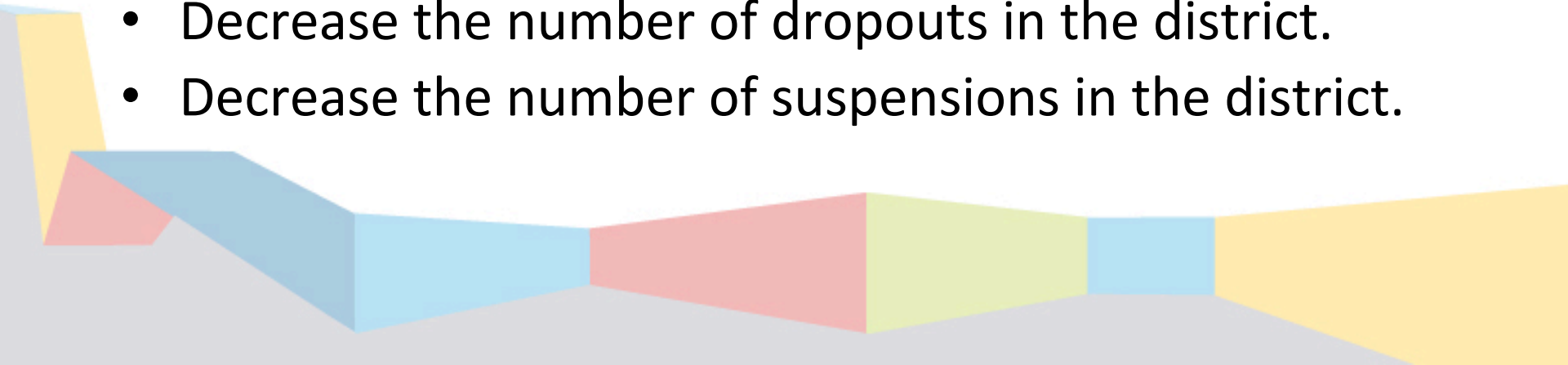
SUCCESS ACADEMY

Where we are now

- Secondary Principal has been hired.
 - Individual now has the unique opportunity to select his entire staff.
- All SUCCESS Academy staffing positions have been posted on the district's TalentEd system.
- Secondary and Elementary students have been identified by their principals and referred to the SUCCESS ACADEMIES.
 - Based on an established criteria.
- Face-to-face meetings between the referring principal and student and parents are taking place now and will continue until all prospective students are informed of their new fall placements.
- Developing a plan to increase Parental and Community Involvement.



Goals

- Improve academic achievement.
 - Improve school behavior, average daily attendance, and grades.
 - Increase school engagement and participation.
 - Increase parental involvement.
 - Lower student's risks for substance abuse and involvement with the juvenile justice system.
 - Decrease the number of dropouts in the district.
 - Decrease the number of suspensions in the district.
- 

Questions and Answers

RSIT Breakout Discussion

Feedback/Requests

Monthly Meeting Date